



## The Director's Corner

Dr. Keith Schafer

The holiday season can be a tough time for many of the people served by DMH. Some are without family and experience acute loneliness just when everyone else seems particularly happy and connected. Others, who have families, may experience many of the same stresses we all do during the holiday season, no matter how enjoyable the time. While none of us who work for Mental Health is rich, most of us can use our resources to help make the season special for those we love. That can be more difficult for people with very limited incomes, as is the case for many of our DMH consumers.

So, thanks to all of you who work to make the holiday season a little more special, in whatever way, for the

people you serve. Although you may never know it, your efforts will be one of the brightest lights of their holiday season, and you may be the person who makes the difference between a painful or positive time for them.

I also hope the season is personally peaceful, warm and pleasant for you. Your work is respected and appreciated, not just by the people you serve, but also by those of us that you represent as you touch the lives of DMH consumers. And for DMH employees in support positions, thank you for all you do that enables DMH services to occur. For every DMH employee, I want to wish a Happy Holiday season to you and yours.



## CPS/CO institute "No Smoking" Policy

November 15 marked the beginning of the tobacco-free policy in the buildings and on the grounds of all facilities in the Division of Comprehensive Psychiatric (CPS). The health of patients and improving the treatment environment are important reasons for the change.

"I appreciate the commitment of our staff and patients to this new policy," said Joe Parks, M.D., director of the Division of Comprehensive Psychiatric Services in the Department of Mental Health. "It is important that we promote health all we can because many of the people we serve die from illnesses related to smoking."

The division began months ago with the plan to prepare patients and staff for the change. However, a policy of tobacco-free campuses has been in place for nearly a year at the Mid-Missouri Mental Health Center in Columbia.

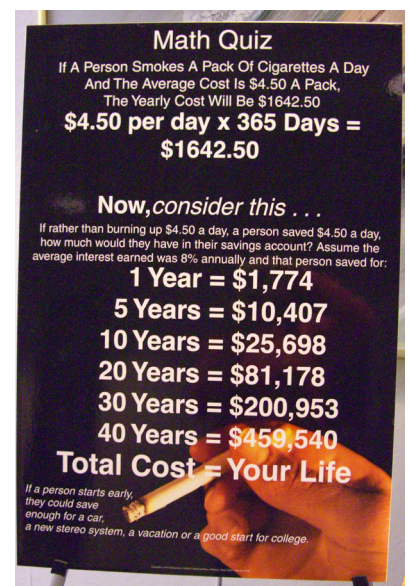
Patients continue to be offered nicotine replacement treatment and smoking cessation programs. This help is available to staff through the state health plans. In addition, two facilities, Southeast

Missouri Mental Health Center in Farmington and Fulton State Hospital, each received two-year grants from the Missouri Foundation for Health for smoking prevention programs for staff.

The department's Central Office in Jefferson City officially will become a tobacco-free campus on January 1, 2008. The reason for the later start is to allow central office staff time to prepare for the change.

"I commend the commitment of our CPS staff and patients to this important change.

*"No Smoking," continued, pg. 2*



This poster, displayed alongside a smoking information table in Central Office, outlines the financial consequences of smoking.

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# The Watercooler

Your brief monthly update on what's happening across DMH. For a full update on all DMH organizations and news visit DMH Online or visit the blog, [Missouri DMH Connections](#).

## Regional "Centers" Name Changes

New terminology in the Division of MRDD is "Regional Office" rather than "Regional Center."

According to MRDD director Bernie Simons, the subtle change reflects the real function of the these operations. "The designation Regional Center reflected the historic function of providing residential beds. This was discontinued many years ago. Today they serve a truly administrative function and more appropriately serve as 'Regional Offices,'" said Simons.

There are 11 Regional Offices located in St. Louis, Springfield, Poplar Bluff, Sikeston, Hannibal, Kirksville, Columbia, Rolla, Albany, Kansas City, and Joplin. The regional offices continue to serve as the entry point for services in the Division of MRDD and provide oversight, monitoring, and audit functions of contract community support services provided to individuals with developmental disabilities.

## Diane McFarland receives 2007 Mortimer Goodman Award

Diane McFarland, MSW, Director of Transformation for the Department of Mental Health, was the choice of the National Alliance on Mental Illness of St. Louis to receive the 2007 Mortimer Goodman Award.

McFarland has more than 25 years of experience in the mental health field. She chairs Missouri's Mental Health Transformation Workgroup, a 24-member body appointed by Governor Matt Blunt to transform Missouri's Mental Health system. Prior to this appointment, Diane served as the Director of the Division of Comprehensive Psychiatric Services where she implemented and advocated for new, innovative services for people with mental illnesses.

Diane lives in St. Louis with her husband John and three sons -- Ryan, Cory and Trevor.

(More Watercooler on pg. 4.)

## "No Smoking," cont.

We cannot expect our field staff to make this transition without also doing so here at Central Office," said DMH Director Keith Schafer.

The Department of Mental Health operates 11 mental health hospitals around the state, with approximately 1,500 patients and 4,300 staff. About 41 percent of public mental health facilities in the nation are tobacco free.

The Missouri policy is supported by a 2006 technical report from the National Association of State Mental Health Program Directors. The report looks at the issues

around mental illness and smoking and its impact on patients and treatment facilities. It also details best practices in smoking cessation. The report "Smoking Policy and Treatment in State Operated Psychiatric Facilities" is available at [www.dmh.mo.gov/TechnicalReportSmoking.pdf](http://www.dmh.mo.gov/TechnicalReportSmoking.pdf) or you may request a copy by calling the Department of Mental Health, Office of Public Affairs, at 573-751-4423.



The 2008 Martin Luther King Poster is a production of the Division of Alcohol and Drug Abuse (ADA). ADA has produced an annual poster since 1994.

To see news about your organization in The Watercooler, email your stories to:

[opamail@dmh.mo.gov](mailto:opamail@dmh.mo.gov)

by the 1st of each month. Let everyone know about the good work you're doing!



## Meet your Employee of the Month



### Karen Miller

Recreation Therapist III  
Bellefontaine Habilitation  
Center

#### Why is Karen the EOM?

Karen takes on the huge task of planning and organizing the BHC picnic every year. She coordinates the entertainment and the day's events – a parade, food, games, worker's shifts, etc. – as well as solicits for community donations. Karen also coordinates Special Olympics and those events, such as bowling and basketball. Karen is instrumental in providing the individuals who live at Bellefontaine many enjoyable and worthwhile experiences.

#### Thoughts about Karen from her coworkers:

"Karen's support and encouragement of the individuals supported at Bellefontaine, as well as the employees, is admirable. She constantly gives of herself to improve all or our lives. Her accomplishments and action improve the quality of life for the people who are supported at BHC."

"Karen gives people events to look forward to and creates a fun atmosphere. Recently she planned a trip with an individual from Unit 1 to attend a family reunion out-of-state. Without her, I do not believe the individual who have been able to go. Karen gives hope!"

**Congrats Karen, and  
thanks for all your hard work!**

## getting *Inspired*

*Every day the employees at DMH are changing lives for the better. This inspirational story comes from Sera Kiger de Maldonado, Rolla Regional Center.*

I have a new consumer (Ms. C) who is in her 50s, and has Down Syndrome. She lives with her 80-something year old mother (Mrs. C) and has never had DMH services until this year. On Sept 1 of this year her very first annual plan began. Her mother requested services to assist her with her daughter just in case she ever needed some help. The Mrs. C's husband died five years ago, and since then she had not had any assistance with her daughter because she does not have any family in MO to help her. On Sept. 12, this sc received a phone call from the local hospital stating that Mrs. C was in the hospital and was needing emergency surgery; however, she was refusing until the hospital contacted her daughter's service coordinator to see if there was any assistance she could have to look after her daughter while she was in the hospital. This sc consulted with the director from RRC and was approved for emergency respite services. This sc consulted two local providers and they were able to send staff in the home to work with the consumer while her mom was in the hospital receiving emergency surgery.

I was relieved and happy that DMH had this service available for this family to receive the assistance they needed. I also was very grateful for the providers who stepped to the plate immediately and provided excellent care for this family. (*more Inspirations on pg. 4*)

**Thanks to everyone who responded to  
the Success Story surveys! Keep letting  
us know about all your good work!**

**DON'T  
FORGET!**

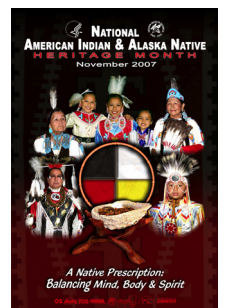


- Entries for the Director's Creativity Showcase are due by Nov. 30. Please submit client's writing, artwork, and crafts to: Office of Public Affairs  
1706 E. Elm St.  
Jefferson City, MO 65101
- As of Nov. 15 all buildings and grounds of CPS facilities are smoke-free. DMH Central Office will go smoke-free Jan. 1, 2008.

- Beginning Jan. 1, all expense reports and payroll checks for **state** employees must be direct deposit. If you have not enrolled in Direct Deposit please [click here](#) to do so.

- Open enrollment for the 2008 Cafeteria Plan is due by midnight Dec. 1, 2007. For more information or to enroll, go to [www.mocafe.com](http://www.mocafe.com)

- November is American Indian and Alaska Native Heritage Month.



# More Watercooler

## Direct Deposit Mandatory in 2008

The Office of Administration has issued a state-wide policy implementing mandatory direct deposit for all state employees.

This policy is being implemented to reduce costs of issuing checks and to make payment to employees more efficient. All state employees are hereby required to utilize direct deposit for payroll and expense reimbursements as of January 1, 2008. A revised administrative rule (1 CSR 10.8-010) and the statewide policy mandate employees utilize direct deposit as a condition of employment. The policy allows for

exceptions to be requested through individual Department Directors to the Commissioner of Administration.

Employees who do not have a bank account will be issued a pay card. The pay card system uses banks that have contractual relationships with the State Treasurer's Office. Pay cards include nominal fees, but the fees are much less than check cashing fees charged by many entities.

If you have any questions regarding this policy, please contact your facility or central office Human Resources staff.

## Retaining E-Mail

Most of you have seen the announcement from Governor Blunt regarding Email Retention. OA-ITSD is evaluating products that could be implemented to support this directive. We've had questions from some of you about how this will affect our email services, so we want to share what we know and what we don't know.

Things we believe to be true at this time are:

- We believe that a copy of all incoming and outgoing email messages will be captured by an archiving system before ever reaching your mailbox. Even if you delete an email message a record will have already been saved to the archiving system.
- We believe there will

still be a limit on the size of your active mailbox, but that you will be able to access all your archived email.

- Things we don't know at this time are:  
We don't know what software will be purchased  
We don't know when the changes will be implemented
- We don't know what will happen to pst files (personal folders)

As is the case now, all email messages sent to or from your state email address are subject to review by management and should not be considered private.

We will try to keep you informed as we find out more details.

- Gary Lyndaker, ITSD

# more *Inspirations*

*Submitted by Melody Patterson MSN, APRN, BC CNE, Hawthorn Children's Psychiatric Hospital.*

A few years ago, Mr. Harry Schwer was a maintenance worker here at Hawthorn. He enjoyed working at the facility but was encouraged by staff to pursue an education to provide him with a more direct care relationship with the patients. After a couple of years, Harry completed his LPN training and became an LPN at our facility. Harry proved to be a positive role model for the patients on our Children's Unit, a reliable and dedicated worker willing to be flexible to meet the needs of our patients. With a little more encouragement, Harry returned to school and has now become an RN on our Children's Unit. Hawthorn is not only proud of what he has accomplished but pleased that our patients benefit from his service. He is a popular nurse with our smallest of patients because of his commitment to care and his willingness to see each of them as the unique individuals that they are.



*Submitted by Ellie Widmer, Community Resource Specialist, Springfield Regional Center*

"Donna," (one of our young consumers) wanted to go to ARC Day Camp more than anything! The camp is free, but her parents would have to take her to the site and pick her up each day, and they did not have money to buy gas for the car. (Gas was at an all-time high in July.) We found a donor at the 11th hour who agreed to buy gift certificates at a local station—enough to supply gas for the entire three weeks of camp. When I went to the home to tell the family that they could pick up the certificates from the station, Donna jumped up and down and clapped her hands, she was so excited. She had given up all hope of attending camp.

I thought the donors should know how happy their gift had made this little girl. They were so touched when I told them about her reaction. "Such a small thing to do. . . they mused. Small thing? Ask Donna if it was a small thing!

